



POSITION DESCRIPTION

Department of Physiotherapy, School of Health Sciences
Faculty of Medicine, Dentistry and Health Sciences

Physiotherapist(s) – Centre for Health, Exercise & Sports Medicine

POSITION NO	0044566
CLASSIFICATION	PSC 6
SALARY	\$79,910 – \$86,499 p.a. (pro rata for part-time)
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Part time (0.2-0.3 FTE)
BASIS OF EMPLOYMENT	Fixed term position for 2 years Fixed term contract type: Externally funded contract of employment
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Alex Kimp T: +61 3 8344 3109 E: alexander.kimp@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The Centre for Health, Exercise & Sports Medicine has a part-time professional position(s) for a registered physiotherapist to provide clinical services and research assistance for a new research project, the CareOA study. The position will be based in the Centre for Health, Exercise and Sports Medicine in the Department of Physiotherapy at The University of Melbourne. The research activities of the Centre primarily focus on understanding and treating lower limb osteoarthritis (OA).

The CareOA study is a Medibank Private and Medibank Better Health Foundation funded randomised controlled trial that aims to evaluate and compare the effectiveness of two models of service to deliver evidence-based treatment for people with knee osteoarthritis (OA) in primary care. The successful person(s) will work as a physiotherapist providing remotely-delivered care (by telephone, videoconferencing and email) to people with knee OA as part of a model of service which includes a website, a structured exercise program, optional online pain coping skills activities etc. In addition, as part of the CareOA-plus service, the incumbent(s) will work with the CareOA-Plus dietitians who will support patients undertake active weight loss.

The position may also at times involve research assistant duties including preparation of relevant materials under the direction of team members, screening of research participants, performing fundamental aspects of research administration work, preparing project reports, and facilitating the efficient operation of the research activities. Duties related to other research and engagement activities of the Centre may also be required.

There is funding available for one 0.5FTE part-time position. Since our preference is to have two part-time physiotherapists filling the position, applicants willing to work at 0.2 or 0.3 FTE are encouraged to apply. The initial contract is for 2 years, however, extensions to the research assistant component of the role are possible reliant on future funding. The days and times of work can be negotiated and the ability to provide the service in evening hours on occasions would be an advantage.

1. Key Responsibilities

1.1 PARTICIPATES IN ALL CAREOA MANDATORY TRAINING

- ▶ Attend mandatory training including a 1-day training course in evidence-based OA management and two days of Motivational Interviewing training plus a further ½ day follow-up to the Motivational Interviewing workshops, training in the weight loss program, and finally a 2-hour training session on CareOA study procedures. All training is provided at University of Melbourne. All course fees are covered by us. Dates are as follows:
 - 1-day training course in evidence-based osteoarthritis management. This is scheduled for **Thursday 12 April 2018, 9.00am-5.00pm** at the University of Melbourne Parkville campus.
 - Two days of Motivational Interviewing training on **Friday April 20, 2018** and **Saturday April 21, 2018, 9.00am-5.00pm** at University of Melbourne Parkville campus.
 - Revise and reflect on the training in the following month, including self-directed informal practice depending on individual opportunities.
 - Participate in at least four practice consultations with patients who have chronic knee pain and are overweight (2 patients, 2 calls each). You will be allocated two unique patients and you will need to call them twice each to conduct an initial and follow-up

consultation over the phone. The two calls should be roughly two weeks apart. You will need to document the consultation using our specially developed consultation recording forms. You will need to audio record all calls and you will be required to self-audit the calls using a self-audit tool for each call, to encourage skill consolidation from training. Two of the calls will also be audited by the research team to provide you with feedback to assist in developing skills with motivational interviewing and remotely-delivered consultations.

- A further ½ day follow-up to the Motivational Interviewing workshops for reflection on skills practice and problem-solving/action planning for ongoing skills development on **Friday 25th May, 2018 9.00-1.00pm**.
- Training in the CareOA project procedures (approx. 2 hours), delivered at University of Melbourne or via webinar (date to be confirmed).
- Training in delivery of VLE/ketogenic diet program. This will be a webinar at **4.00-5.00pm on Thursday 19th April, 2018**. It will be delivered by Dr Priya Sumithran. You just need access to a computer with internet in a quiet place.

1.2 PROVIDES CLINICAL SERVICE ACCORDING TO CAREOA TRIAL PROTOCOLS AND PROCEDURES

- ▶ Be responsible for contacting and supporting allocated patients in line with the study protocol and procedures to allow replication of the intervention and to ensure the 'active ingredients' in the study rationale are delivered.
- ▶ Provide 6 calls for each participant within 6 months, audio record calls for training and evaluation purposes, and record consultation notes via online forms.
- ▶ For patients in the CareOA-Plus group, communicate with the CareOA-Plus dietitian and support adherence to patients' agreed weight loss plan following the dietitian's consultations.

1.3 SUPPORTS STUDY SPECIFIC RESEARCH ACTIVITIES

- ▶ Monitor study adherence: (1) assess and ensure participant safety throughout participation in the study (2) maintain close communication with principal investigators/co-investigators/senior research staff regarding study progress/concerns (3) recognise, track and report adverse events and protocol deviations to the trial co-ordinator and principal investigators.
- ▶ Conduct study related training and education activities with participants including members of the public and other healthcare professionals.
- ▶ Assist other staff to ensure that data collected is entered, maintained, detailed and updated to a high standard into the appropriate database for analysis.
- ▶ Monitors, catalogues and reports on the progress of the study to the trial co-ordinator and Chief Investigators.
- ▶ Communicates with the Principal Investigators and senior research staff about progress of experimental work and provides day-to-day management and support for the study
- ▶ Assist with sourcing information, researching and preparing drafts for research publications and presentations including preparing literature reviews and carrying out theoretical research to support the overall research objectives.
- ▶ Assist the trial co-ordinator and other senior research staff in the preparation of documentation for publications and presentations aligned to the research program objectives.

1.4 OTHER RESPONSIBILITIES

- ▶ Attend or sends reports to the CareOA Trial team meetings to discuss trial progress.
- ▶ Attends other meetings as required.
- ▶ Assist the CareOA trial co-ordinator and other research staff as required.
- ▶ Undertakes appropriate research procedures in accordance with relevant ethics protocols.
- ▶ Support the trial co-ordinator in the preparation of material for submission to ethics committees when required.
- ▶ Ensures all regulatory guidelines and industry standards are met.
- ▶ Performs work activities relevant to the role's key accountabilities as approved by the director of the Centre for Health, Exercise & Sports Medicine and senior research staff, and commensurate to the role's classification level.
- ▶ Ensures Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5 are adhered to within the research work environment.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ Tertiary qualifications in physiotherapy.
- ▶ Current registration with AHPRA to practice as a physiotherapist.
- ▶ Experience in management of people with chronic disease
- ▶ Excellent interpersonal, verbal and written communication skills with sound negotiating and conflict resolution skills and a demonstrated level of tact and discretion (preferably in the health sector).
- ▶ Ability to work both independently and as part of a team and exercising sound judgement in resolving matters that may arise as part of normal daily work.
- ▶ Strong problem-solving skills and the ability to use initiative and exercise sound judgement and ability to prioritise workload during busy periods.
- ▶ Excellent attention to detail and the ability to perform tasks with a high level of diligence.
- ▶ Excellent computer literacy skills in Microsoft Office including Word, Excel and PowerPoint.

2.2 DESIRABLE

- ▶ Skills and experience in motivational interviewing or health behaviour change
- ▶ Knowledge of, and interest in, bone and joint problems, including osteoarthritis.
- ▶ Experience in using research protocols, human research ethics principles as per ICH-GCP guidelines, ethics submissions and grant applications.
- ▶ Experience in assisting with research projects

- ▶ Experience in telehealth or remotely-delivered service models.

3. Job Complexity, Skills, Knowledge

3.1 LEVEL OF SUPERVISION / INDEPENDENCE

The incumbent will be working mostly without supervision.

3.2 PROBLEM SOLVING AND JUDGEMENT

A high level of judgement and problem-solving ability is required for the position.

3.3 PROFESSIONAL AND ORGANISATIONAL KNOWLEDGE

Professional knowledge of physiotherapy management of knee osteoarthritis, and of chronic disease management more generally is essential. Knowledge of the research study processes and procedures is also needed.

4. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

5. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

6. Other Information

6.1 SCHOOL OF HEALTH SCIENCES

Established in 2009, the Melbourne School of Health Sciences is an inter-professional learning community at the forefront of leadership in health sciences education, clinical research, scholarship, professional practice, workforce training and knowledge exchange that contributes to local, national and global efforts to improve health and wellbeing. The Health Sciences School educates graduate entry and post-graduate students in the disciplines of Nursing, Social Work, Physiotherapy and other non-medical health sciences through accredited programs tailored to workforce needs nationally and internationally. It provides national and international health sciences students with professional training to enable them to be competent and effective health professionals who are work ready, eligible for registration and, in the case of Physiotherapy, primary contact practitioners. It also delivers professional education courses and training for the health sciences professions and builds strong relationships and active programs of interaction with the alumni in each discipline. A key aim is to continue to build effective collaborations with clinicians, patients, the healthcare sector, the research community, governments, industry partners and communities in Australia and internationally.

The School currently comprises approximately 60 full continuing academic staff and 30 continuing professional staff as well as more than 200 sessional and contract staff. In addition, there are more than 200 honorary appointments within Health Sciences.

Further information about School of Health Sciences is available at:

<http://www.healthsciences.unimelb.edu.au>

6.2 PHYSIOTHERAPY

The Department of Physiotherapy was established in 1991 and makes distinctive contributions nationally and internationally to the physiotherapy profession and society in research, learning & teaching and knowledge exchange. In 2009 it became a department within the Melbourne School of Health Science, which currently comprises the disciplines of nursing, social work and physiotherapy. The Centre for Health, Exercise and Sports Medicine (CHESM) is a multidisciplinary research Centre within the Department. Currently there are approximately 20 staff and students. CHESM has a state-of-the-art human movement laboratory under the supervision of a full time Biomechanics Director.

Further information about Physiotherapy and CHESM is available at:

<http://www.physioth.unimelb.edu.au/>

<http://www.chesm.unimelb.edu.au/>

6.3 THE FACULTY OF MEDICINE, DENTISTRY & HEALTH SCIENCES

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate

and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's 2013 gross revenue was in excess of \$550M. Approximately 40% of this income relates to research activities.

The Faculty has a student teaching load in excess of 7,500 equivalent full-time students including more than 1,000 research higher degree students. The Faculty has approximately 2,200 staff comprising 700 professional staff and 1,500 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

Further information about the Faculty is available at <http://www.mdhs.unimelb.edu.au/>

The University of Melbourne

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

6.4 THE UNIVERSITY OF MELBOURNE

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6.5 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive

contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

6.6 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>